

1. Summary of actions taken September to October 2020
 - a. Emailed announcement of news and updates to Lecturer Group
 - b. Received nominations for Chair of Lecturer Group, Faculty Senate, and Campus Council; did not receive enough nominations to hold elections for shared governance representation
 - c. Attended BOR meeting, September (was unable to attend in October)
 - d. Attended UHPA campus visit, September
 - e. Emailed survey to lecturers regarding impact of COVID on course loads
 - i. Survey was initially sent to Leeward lecturers, but requests were made to expand survey to UH systemwide lecturers
 - ii. Summary of survey results:
 1. *This data is being reported as of Wednesday, September 30th 2020. The survey was sent to various lecturers throughout the UH system, though it was not sent to all lecturers due to lack of contact information. The largest proportion of participants were from Leeward Community College, followed closely by Honolulu Community College (participants from the two campuses made up more than 50% of respondents). Of the lecturers who were sent the survey, we had 99 participants across 7 of the 10 UH campuses. About a third of participants reported a decrease in their course load this semester (33.3%), and two individual participants reported experiencing a loss of employment this semester. **Most importantly, about 70 percent of participants reported that as lecturers, they teach at least one course not taught by a tenured faculty member in their discipline, with nearly half of participants (46.9%) reporting that they teach two or more courses in their discipline not taught by tenured faculty members.** Lastly, more than half of lecturers (52%) reported that their students cannot tell the difference or do not know the difference between lecturers and tenured faculty who teach their courses. This speaks to the importance of retaining lecturers to the greatest extent possible.*
 2. See addendum to this report for a sample of comments submitted by participants of survey.
 - f. No scheduled meetings this semester due to low response rate
2. Upcoming issues to be addressed AY 2020-2021
 - a. Seek confirmation of nomination and election of Lecturer Representative to Faculty Senate
 - b. Monitor situation with lecturer budget at systemwide level
 - c. Respond to any additional issues that are raised by the Lecturer Group in the interim

Addendum

1. Sample of comments from lecturers submitted by participants of survey:

The following is a sample of the comments shared on the survey by participating lecturers (13 comments of 47 comments total):

Lecturers actually have a stake in bring students to the college. Others lecturers and myself are consistently searching for ways to bring college to the community and therefore students to us because we understand our employment depends on students being in our classes. We work together and promote each others courses. We teach courses that tenure track don't want to teach. We do early college courses that tenure track don't want to teach. Without lecturers, the entire UH system will start to struggle. We are hard working, dedicated faculty members, some of us have been working to grow and support our areas for years.

Although I no longer have courses to teach this semester, I still keep receiving emails regarding the courses that I was initially assigned to teach. These emails are, for example, Makaala and No Show Reporting requests and Department Head's email saying "Congratulations! You finished the second week of school." It's not very sensitive to send announcements like these to those who lost their jobs. I reply to the senders to please delete me from the email list. They don't know that I'm not teaching anymore, and I understand why I get some of these emails. But I don't know why something like Makaala and No Show Reporting reminders should even be sent to me.

As a lecturer, I teach classes that no one else at my college can teach and devote countless hours of extra time to helping our students.

Adjunct faculty are essential to the operations of every department yet are treated like they are disposable. This needs to change as students rely on these faculty members and are constantly dragged back and forth when they are forced into taking classes they don't want, from tenured professors who's classes do not fill but need the credits. This is in no way beneficial to students (or adjuncts) and students should be the most important group of individuals to consider in the equation.

I feel lecturers are an essential part of our campus community. I am not saying this because I am a lecturer. When I look back many decades ago to my time as a student at Leeward CC, I realize that many of my very best instructors were lecturers. In those days it was easy to identify a "lecturer" because the schedule of classes would indicate courses taught by "lecturers". In my opinion a lecturer, at least at community colleges, are no less qualified than a tenured faculty member. In fact I could make the argument that many of the lecturers that I work(ed) with are actually more qualified than many tenured faculty. I know of chemistry lecturers who also work full-time as chemists. I know pharmacology lecturers who also work full-time as pharmacists. So these lecturers are actually working in the fields they are teaching. They are up-to-date on what's actually being practiced in the industry, and they are able to share with their students with up-to-date, real world applications. Lecturers always have, and should remain, an integral part of instruction at the community colleges. Thank you for allowing me to share my thoughts. Aloha.

As a Lecturer, I am only given courses that tenured employees do not want; so of course I have to be flexible and respectful of the lack of work opportunity. However, if administration does not value the Lecturers and give respectful and/or ample notice of cancelling courses with a respectful time frame (not to mention the bad PR to the students who are notified with a week or less notice if classes are cancelled) or communication, support or job security, we will look outside the college for other stable employment. I am considering returning to a full-time job in the corporate arena in my background if the opportunity arises. Even with this economic downturn, there are headhunters messaging me in LinkedIn or via PEOs who are needing professionals in my background. The college will continue to lose good talent if Lecturers are not valued and seen as disposable.

As a lecturer I know that my classes bring in a lot of money for the school. I am paid less than faculty, and my courses are always filled to capacity, even in the summer. This should count for something.

Please retain lecturers! We know that the pay is minimal so most of us are truly passionate about teaching or we wouldn't be doing it. To be honest though, my income teaching makes the difference between survival and being homeless/destitute. Teaching is the one thing that really lights up my life and motivates me in addition to the financial benefit.

This is a failure of the state government, the UH administration, the department heads, and the faculty who failed to act as a class to defend ourselves. Instead we act as individuals in a meritocracy, all against each other. UHPA does nothing to defend the livelihoods and job security of adjuncts as they defend the two-tier divide and conquer strategy of the capitalist class. The result is that people have been peeled off for years now as we grow weaker and weaker. Now, as the pandemic hits and the obvious demand should be to allocate students in a way that keeps everyone employed, instead workers are being shed in huge numbers to reduce the number of classes. People losing healthcare as the pandemic spreads is the insane end result of this total lack of any fight for ourselves as a class.

Please make this survey system-wide. This is important. And, there is so much more than needs to be covered (e.g., how classes get cancelled at the last minute, making it really difficult to plan academically, financially, for health care, retirement, etc.). There are also LOTS of things lecturers have to / are expected to do that might be acceptable for full-time faculty but are not remunerated when not on a salaried position (e.g., various trainings, expectations of professional development, evaluations, assessments, etc.). Additionally, we often don't have access to the same resources (office space & printing yet are asked by HR to print specific forms and return them EACH semester). It seems like the UH system feels like they do lecturers a favor by offering them courses. In reality, it's that many of us cannot find tenure track positions for teaching and research and thus have resorted to lecturing. It would be helpful for lecturers to organize and demand better; I often feel isolated and don't know who to reach out to.

A great number of my colleagues rest on their laurels while Lecturers hustle hard to keep the millstones of the courses and disciplines turning. They need to be better protected and treated more as honored colleagues. Some simple policy changes would assist with this. Now is the time to re-evaluate whether or not Lecturers can do non-instructional TE or receive overload pay. Making Lecturers reapply for their jobs every semester as if they were not a part of the institutions they have worked at for years. Some of the policies that remove pension and benefits should be changed as well during these hard times. Some lecturers take classes with odd schedules (5 week or 8 week classes) because that best serves the students' or discipline's needs, and then they are denied benefits because "they are not managing a full load for the entire semester's work period". Let's make these changes and ensure our lecturers are protected

as we struggle through the pandemic and the few years of economic fallout to follow.

I am deeply worried about our future as lecturers. It feels as though we are expendable and have no recourse. I've been a lecturer for over 20 years.

Just wanted to say nervous for the next few years and hesitant to apply for my next pay step even though I have put in the time/hours since I will be viewed as even more "expensive." I know other people I know in the UH system have had issues getting hired once they became higher-step lecturers.